



(She/Her)

Principal, San Francisco

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Cepideh Roufougar is a principal in the San Francisco, California, office of Jackson Lewis P.C. and the co-leader of the firm's California Advice and Counsel resource group.

She advises and counsels management in all areas of labor and employment law, with a focus on identifying practical solutions to help ensure compliance with state and federal law. Cepideh positions herself as a strategic partner when providing advice and counsel about litigation avoidance, employee management issues, implementing disciplinary actions, and collective bargaining issues. Her ability to see the big picture clearly and understand her client's businesses in emotionally charged and highly complex disputes has helped her clients financially and prevented litigation. Her clients rely on her to guide them through both short-term and long-term planning to achieve their unique goals and strategies.

Cepideh is an experienced trainer and presents seminars on a wide range of subjects, including: leave management and reasonable accommodations; preventing discrimination, harassment and retaliation; implementing and sustaining disciplinary actions; conducting defensible workplace investigations; first-line supervisor trainings; performance management/evaluations; and wage and hour issues.

Cepideh has been successful in helping her clients prevail in numerous arbitrations and administrative appeals. She has extensive experience representing employers in labor and employment disputes. Cepideh has defended employers in employment litigation matters, including claims alleging violations of the Public Safety Officers Procedural Bill of Rights Act, FLSA collective actions, and claims of harassment and discrimination. She also conducts complex workplace investigations.

Before joining Jackson Lewis, Cepideh practiced at a well-regarded local labor and employment firm and served as in-house counsel for a local public agency.

## Honors and Recognitions

- *Legal 500 USA*, "Recommended Attorney" (2021)

## Practices

- National Compliance and Multi-State Solutions
- Life Sciences
- Pregnant Workers Fairness Act and PUMP for Nursing Mothers Act
- Disability, Leave and Health Management
- Financial Services
- Labor Relations
- Workplace Training
- Retail
- California Advice and Counsel
- COVID-19

## Education

- University of San Diego School of Law, J.D. 2002
- University of California, Riverside, B.A. 1999

## Admitted to Practice

- 9th Circuit Court of Appeals 2004
- California - C.D. Cal. 2004
- California - E.D. Cal. 2011
- California - N.D. Cal. 2006
- California - S.D. Cal. 2003
- California 2003
- Texas 2012